

# Dept. of Vocational Rehabilitation Facts – FY '12

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## General Information

**Address:** 510 East 12<sup>th</sup> Street  
Des Moines, IA 50309

## Workforce Data

(unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 360	# PT EEs: 22	# Temporary EEs: 1	Average Length of Service: 12.82
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Span of Control: 14.96	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	90	<25	0	45-54	8	# of Females:	265	# of Males:	95
25-34	57	55-64	106	25-34	0	55-64	13	% of WF:	73.61%	% of WF:	26.39%
35-44	100	65+	7	35-44	3	65+	0	Average Age:	46.43	Average Age:	49.60
Employee Average Age: 47.27				Supervisor Average Age: 54.24				Average Length of Service: 12.17		Average Length of Service: 14.64	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	23	# of Non-minorities:	335	# African-American:	12	# of "did not respond":	2
% of Workforce:	6.39%	% of Workforce:	93.06%	# Asian/Pacific Island:	8	% of Workforce:	0.56%
Average Age:	41.61	Average Age:	47.50	# Am. Indian/Alaskan:	0	Average Age:	73.27
Average Length of Service:	10.03	Average Length of Service:	12.98	# Hispanic or Latino:	3	Average Length of Service:	18.64

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	35	# of Persons With No Disabilities:	308	# of "did not respond":	17
% of Workforce:	9.72%	% of Workforce:	85.56%	% of Workforce:	4.72%
Average Age:	49.38	Average Age:	46.71	Average Age:	53.04
Average Length of Service:	13.54	Average Length of Service:	12.57	Average Length of Service:	15.84

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 181	Technicians EEO Category 3: 110	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 60	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 10	Transfer In: N/A
Retirements: 10	All Terminations: 4	Voluntary Quits: 4	Transfer Out: N/A

# of Classes Used: 45	Most Populous Classes: Rehabilitation Counselor (95), Disability Examiner Specialist (44), Disability Examiner (29)		
Separations - By Class:	Rehabilitation Counselor (6), Rehabilitation Associate (2), Secretary I (2)		
# Eligible for Retirement:	98 in next 5 years	% Eligible: 27.22%	

## Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$118,970.65	Sick Leave Payouts: \$17,367.68	Annual Payroll: \$24,425,042.09	Avg. Base Salary: \$61,533.45	Overtime Days Worked: 118.0
Overtime Cost: \$38,053.77	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,939,375.89	Vacation Days Earned: 7,534.6	Vacation Used Expense: \$1,867,200.12	Vacation Days Taken: 7,391.6	
Sick Leave Days Earned: 5,380.9	Reg. Sick Leave Used Expense: \$823,947.59	Reg. Sick Leave Days Used: 3,577.4	Converted Sick Leave To Vacation Days Used: 299.9	
Sick Leave -Earned Value: \$1,283,474.72		Avg. Sick Leave Days Per EE: 9.94	Converted Sick Leave To Vacation Used Expense: \$79,464.46	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 3 Up (Vacant): 1 Down (Filled): 6 Down (Vacant): 3 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-28,028.00	<b>Grievances</b> Contract Grievances: 3 Disciplinary: 3 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$14,729.73	Funeral Days Used: 69.4	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$3,266.37	Jury Leave Days Used: 14.4	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012